



Addressing
Human Trafficking
in **AMERICA'S SCHOOLS**

A Webinar Series by the U.S. Department of Education

Human Trafficking and Child Exploitation Webinar Series

Understanding Child Labor Exploitation in the U.S. and How Schools Can Help Address It

November 15, 2023



NCSSLE Website: <https://safesupportivelearning.ed.gov>



School Climate
Improvement
Resource
Package



ED School
Climate Surveys



Trauma-
Sensitive
Schools Training
Package



Building
Student
Resilience
Toolkit



Human
Trafficking
in America's
Schools



Improving
Higher
Education
Learning
Environment



Supporting
Trauma
Recovery



Promoting
Mental Health

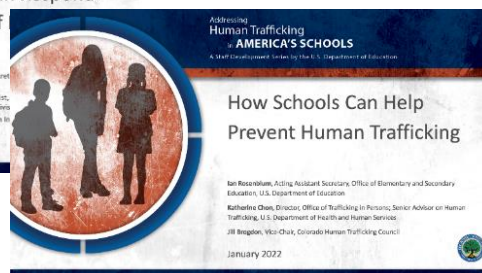
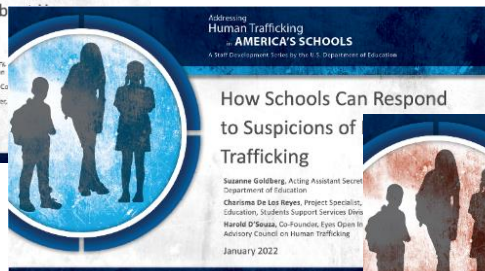
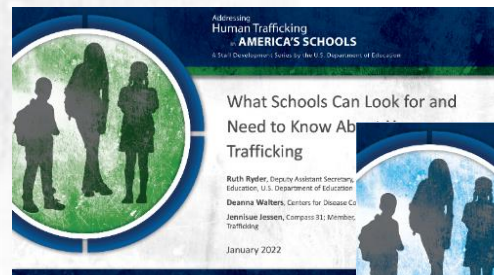
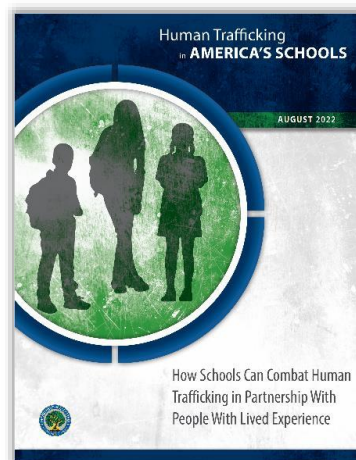
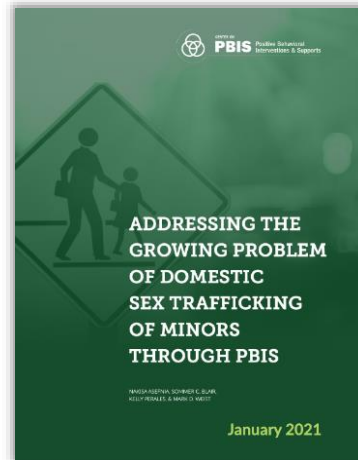
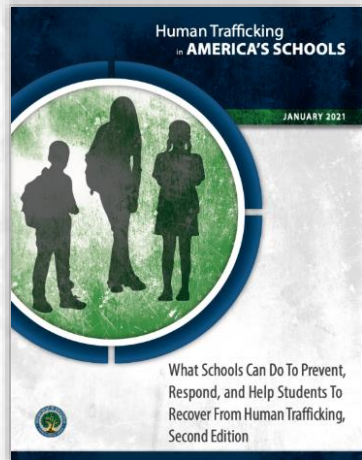


Responding
to Covid-19

To access previous webinars in the *Human Trafficking Series*, go to <https://safesupportivelearning.ed.gov/human-trafficking-webinar-series>.

The screenshot shows the homepage of the National Center on Safe Supportive Learning Environments. The header includes the organization's name, logo, and navigation links: About, School Climate Improvement, Topics, Events, Resources, TA Services, and State Profiles. Below the header is a grid of featured content. On the left, there are two 'RESOURCE' cards: one about exploring resources related to combatting antisemitism and islamophobia, and another about learning about myths related to social and emotional learning (SEL) and school mental health. On the right, there is an 'EVENT' card for 'NATIVE AMERICAN HERITAGE MONTH' with a celebratory banner. Below these are two more 'RESOURCE' cards: one about finding out how educators and caregivers can create supportive conditions for success in PreK-12 mathematics, and another about discovering exemplary school staff well-being practices in the 'Working Well' podcast series. At the bottom, there is a 'FEATURED EVENTS' section with three cards: 'UPCOMING' for a Human Trafficking Webinar Series, 'PAST' for Lessons from the Field Webinar, and 'PAST' for the 2023 National Summit on K-12 School Safety and Security. Each event card includes a date and time and a 'MORE' button.

Additional Support from the U.S. Department of Education Related to Human Trafficking



U.S. Department of Education

[Student Loans](#)
[Grants](#)
[Laws](#)
[Data](#)

Human Trafficking

Combating Human Trafficking in America's Schools

Of 22,326 trafficking victims and survivors identified through contacts with the National Human Trafficking Hotline in 2019, at least 5,359 were under age 18.¹ Many underage victims of human trafficking are students in the American school system. No community, school, socioeconomic group, or student demographic is immune to the threat of human trafficking. Cases of child trafficking are found in every area of the country—in rural, suburban, and urban settings alike.

The U.S. Department of Education recognizes these facts and stands ready to support America's schools in preventing, responding to, and helping students recover from human trafficking. It is fitting that schools take on this challenge; of all social institutions, schools are perhaps the best positioned to identify and report suspected trafficking and connect affected students to critical services.

To support schools' efforts to combat trafficking, the Department offers helpful resources for administrators, teachers, specialized instructional support personnel, parents, caregivers, and students

How Do I Find...?

- Student loans, forgiveness
- Higher Education Rulemaking
- College accreditation
- Every Student Succeeds Act (ESSA)
- FERPA
- FAFSA
- 1098, tax forms
- More...

Information About...

- Transforming Teaching
- Family and Community Engagement
- Early Learning
- Constitution Day

Guides

- Human Trafficking in America's Schools, 2nd Edition** (2021). This guide provides:
 - Awareness of the current prevalence of child trafficking and the forms it takes;
 - Information on risk factors and indicators of child trafficking;
 - Details about three prevention tiers and the implications for schools' role in addressing child trafficking;
 - Information on how professional development of school staff and prevention education for students and families can reduce the likelihood of trafficking; and
 - Details on how policies, protocols, and partnerships with other community sectors can help prevent trafficking.
- Human Trafficking in America's Schools** (2015). This guide was developed to help school officials:
 - Understand how human trafficking impacts schools;
 - Recognize the indicators of possible child trafficking; and
 - Develop policies, protocols, and partnerships to address and prevent the exploitation of children.

Briefs

- Addressing the Growing Problem of Domestic Sex Trafficking in Minors through Positive Behavioral Interventions and Supports** (2021). Particularly relevant to schools or districts currently utilizing multi-tiered systems of supports, this resource provides information on how to utilize such existing support strategies to support students impacted by sex trafficking.

Webinars

- Identifying and Supporting Students Affected by Human Trafficking** (January 2020): This event focused on how to effectively identify and support students impacted by trafficking activity.
- Human Trafficking: Online Safety** (June 2020): This event focused on trauma-informed and survivor-centered strategies for protecting students from falling prey to online trafficking activity.
- Addressing Human Trafficking: An Expanded Look at Online Safety** (August 2020): This event

<https://www.ed.gov/human-trafficking>

Webinar Agenda

- 1 Introduction and Logistics
- 2 U.S. Department of Education Welcome
- 3 Introduction and Context Setting
- 4 Panel Discussion
- 5 Wrap Up & Closing
- 6 Live Q&A

Welcome from the U.S. Department of Education



Bryan Williams, Director
Office of Elementary and Secondary Education
U.S. Department of Education
Washington, DC



Meet Our Context-Setting Speakers



Jessica Looman
Administrator, Wage and Hour Division
U.S. Department of Labor



Norma Flores López
Chair, Child Labor Coalition's Domestic Issue
Committee, Lived Experience Expert



Bridget Dutton
Program Specialist, Wage and Hour Division
U.S. Department of Labor

Bios for the speakers are
archived at the following
location:

<https://safesupportivelearning.ed.gov/events/webinar/human-trafficking-webinar-series-understanding-child-labor-exploitation-us-and-how>

Welcome from the U.S. Department of Labor



Jessica Looman, Administrator
Wage and Hour Division
U.S. Department of Labor
Washington, DC

Lived Experience Context



Norma Flores López

**Chair, Child Labor Coalition's Domestic Issue
Committee, Lived Experience Expert**

Understanding Child Labor Exploitation



Bridget Dutton, Program Specialist
Wage and Hour Division
U.S. Department of Labor
Washington, DC



Child Labor Exploitation

How to Comply with Federal Labor Laws



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

dol.gov/whd
1-866-4-US-WAGE

Disclaimer

This presentation is intended as general information only and does not carry the force of legal opinion.

The Department of Labor is providing this information as a public service. This information and related materials are presented to give the public access to information on Department of Labor programs. You should be aware that, while we try to keep the information timely and accurate, there will often be a delay between official publications of the materials and the modification of these pages. Therefore, we make no express or implied guarantees. The Federal Register and the Code of Federal Regulations remain the official source for regulatory information published by the Department of Labor. We will make every effort to keep this information current and to correct errors brought to our attention.

Presentation Topics

- Child labor protections by age
- Hours 14- and 15-year-olds can work
- Jobs 14- and 15-year-olds can work
- Dangerous jobs prohibited for *all* children under 18
- Child labor protections on farms
- Additional resources

Child Labor Protections by Age (Nonagricultural)

- **Under 14**—Limited to work that is exempt from the FLSA such as delivering newspapers to the consumer, acting, or casual baby-sitting.
- **14 and 15**—May only work outside school hours for a limited number of hours per day and per week; restrictions on type of work; **any work not specifically permitted is prohibited.**
- **16 and 17**—May be employed for unlimited hours, but may NOT work in dangerous jobs.
- **18**—No longer subject to Federal Child Labor Laws.

Note: Different standards apply to farm work. See slides 28-29.

Nonagricultural Jobs for 14- and 15-year-olds

Work a 14- and 15-year-old generally CAN do:

- Most Retail Jobs—Cashier, Stocking and Advertising
- Some Food Service Work—Server/Busser, Dishwasher
- Creative Work—Singing, Artwork, Playing an instrument
- Intellectual Work—Teaching, Tutoring, Computer Programming
- Certified 15-year-olds may work as lifeguards at swimming pools and amusement parks.

Any work not specifically permitted, is prohibited.

Hours 14- and 15-year-olds Can Work (Nonagricultural)

14- and 15- year-olds **can only work outside of school hours** and may *not* work:

- More than 3 hours on a school day, including Friday.
- More than 18 hours per week when school is in session.
- More than 8 hours per day when school is not in session.
- More than 40 hours per week when school is not in session.
- Before 7:00 a.m. or after 7:00 p.m. on any day, except from June 1 through Labor Day, when nighttime work hours are extended to 9:00 p.m.



Dangerous Jobs



Dangerous Jobs—No children under 18

- Explosives
- Exposure to radioactive materials
- Mining (including coal)
- Forestry
- Meat processing
- Woodworking machines
- Metal working & shearing
- Bakery machines
- Lifting equipment (including forklift)
- Saws
- Driving
- Balers and compactors
- Demolition
- Roofing
- Excavation
- Bricks and tiles

Explosives and Radioactive Material

Children cannot work where:

- **Explosives** are manufactured or stored
- They are exposed to **radioactive materials**



Mining and Forestry Jobs

Children cannot work most jobs in:

- **Mining**, including **coal mining**
- Forest fire fighting, forest fire prevention; **forestry** services; logging; and sawmills



Meat Processing

Children cannot:

- Use or clean **power-driven meat-processing machines**, like meat slicers, saws, and meat choppers
- Work most jobs in meat and poultry slaughtering, processing, rendering, and **packing establishments**



Power-Driven Machines—Bakery, Wood, and Metal

Children cannot use, set up, or clean:

- **Power-driven bakery machines**, such as vertical dough mixers
- **Power-driven woodworking machines**, like circular saws, chain saws, nailing machines, and sanders
- **Power-driven metal- working machines** including metal-forming, punching and shearing machines



Lifting Equipment

Children cannot:

- Operate or ride on a power-driven hoisting apparatus (lifting equipment), like **forklifts**, non- automatic elevators, skid-steers loaders, backhoes, manlifts, scissor lifts, cherry pickers, work- assist platforms, boom trucks, or cranes



Saws

Children cannot:

- Operate power-driven circular saws, band saws, guillotine shears, chain saws, reciprocating saws, woodchippers, and abrasive cutting discs
- Work as a helper on the above types of power-driven equipment, no matter what kind of items are being cut by the equipment



Driving

Children cannot:

- Drive motor vehicles or work outside the vehicle as a driver's helper to assist with tasks such as loading, unloading, or securing cargo

Note: Seventeen-year-olds can drive cars or small trucks during daylight hours for limited times and under strictly limited circumstances.



Compactors and Balers

Children cannot:

- Use balers, compactors, and power-driven paper-products machines

Note: 16- and 17-year-olds can load (but cannot operate or unload) certain scrap paper balers and paper box compactors under very specific guidelines.



Demolition, Roofing, and Excavation

Children cannot:

- Be employed in wrecking and demolition work
- Be employed in roofing operations including work performed on the ground, removal of the old roof, and all work on or about a roof
- Work most jobs in trenching and excavation work, including working in a trench more than four feet deep
- Work most jobs in the manufacture of brick, tile, and similar products





Farm Jobs

Child Labor–Farm Jobs

- **16** and above may work in any farm job at any time.
- **14 and 15** may work many farm jobs outside school hours, but may NOT work in dangerous jobs.
- **12 and 13** may work many farm jobs outside of school hours, but may NOT work in dangerous jobs and must work with or have written consent from a parent.
- **Under 12** years of age may work many farm jobs outside of school hours but may NOT work in dangerous jobs and may **only** work on farms where none of the employees are subject to the FLSA.

Jobs Children under 16-years-old CAN Do on Farms

- Operate garden type tractors.
- Work with beef range bulls and cattle, dairy cattle, or breeding stock on the range.
- Work with timber up to 6" in diameter, including most fence posts and tier poles.
- Use ladders to reach a worksite above 20'; not from a ladder or scaffold.
- Drive a truck or automobile on the farm (w/out passengers).
- Harvest most crops.

Dangerous Farm Jobs—No Children under 16

Children cannot:

- Operate a large tractor, trencher, earth moving equipment, forklift or other farm machines
- Drive a bus, truck or automobile to transport passengers, or ride on a tractor as a passenger or helper



Dangerous Farm Jobs—No Children under 16

Children cannot:

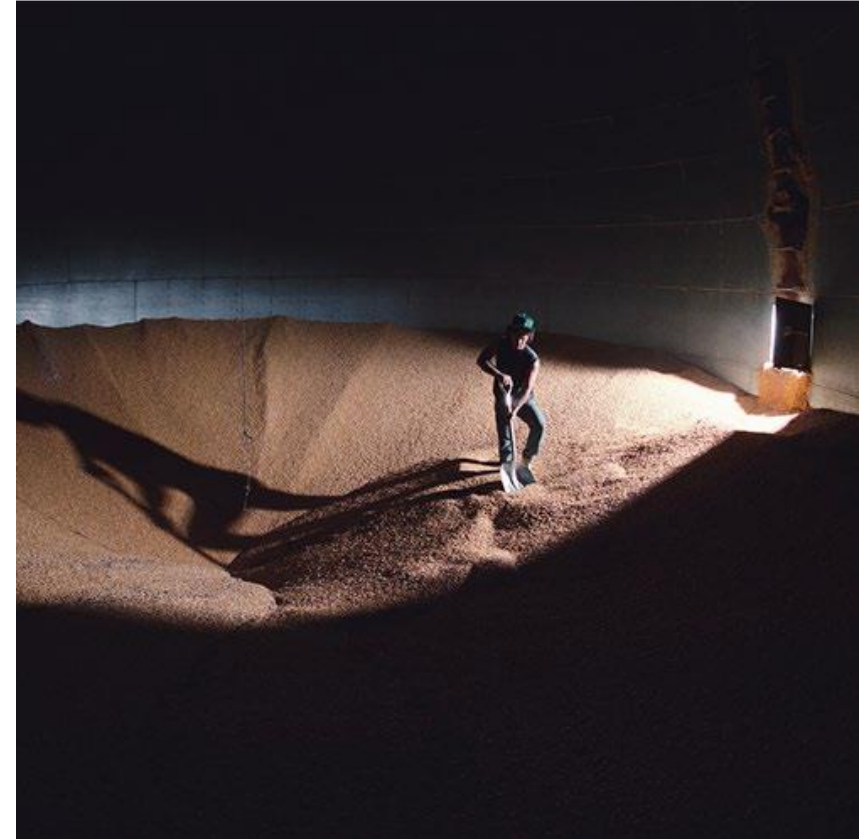
- Work in felling, buckling, skidding, loading, or unloading timber
- Work from a ladder or scaffold at a height of over 20 feet



Dangerous Farm Jobs–No Children under 16

Children cannot:

- Work inside a fruit, forage, or grain storage/silo that is designed to keep out oxygen
- Work in a yard, pen, or stall occupied by a bull, boar, or stud horse



Wage and Hour Division

What we **do**:

- Enforcement
- Outreach and Education
- Compliance Assistance



Complaint-Initiated Enforcement

- Complaints can be submitted by phone.
- Complaints can come from third parties.
- Complaints are confidential.
- WHD does not ask workers about their immigration status.
- No fee to file a complaint.

1-866-4US-WAGE (487-9243) or
visit www.dol.gov/agencies/whd



Who May File a Child Labor Complaint?

- Workers
- Parent/Guardian
- School Officials
- Other Employers
- Advocacy Groups
- Other Agencies



Helpful Complaint Intake Information

Employee's name

- Contact information
- Address and phone number
- Employee's duties/work
- Circumstances or actions that caused potential violation of the law
- Copies of pay stubs or personal hours worked records if available

Employer's name

- Point of contact
- Address and phone number

This information is not required but helps develop the case.

Wage and Hour Investigation Process

Investigation Process



WHD's Role in Detecting and Referring Indicators of Human Trafficking

WHD's Role



- **Prevention** of labor trafficking by addressing labor exploitation and collaborating with Human Trafficking Task Forces
- **Detection** of trafficking indicators during its civil enforcement
- **Referrals** to criminal and civil law enforcement partners upon detection where appropriate
- **Protection** of trafficking survivors by assisting with the computation of restitution and leveraging any remedies available under the laws we enforce

MOUs and Partnerships



Foreign
Consulates



Business
Associations



Worker Rights
Organizations



Federal & State
Agencies



Advocacy Groups



Community-Based
Organizations

Outreach and Education



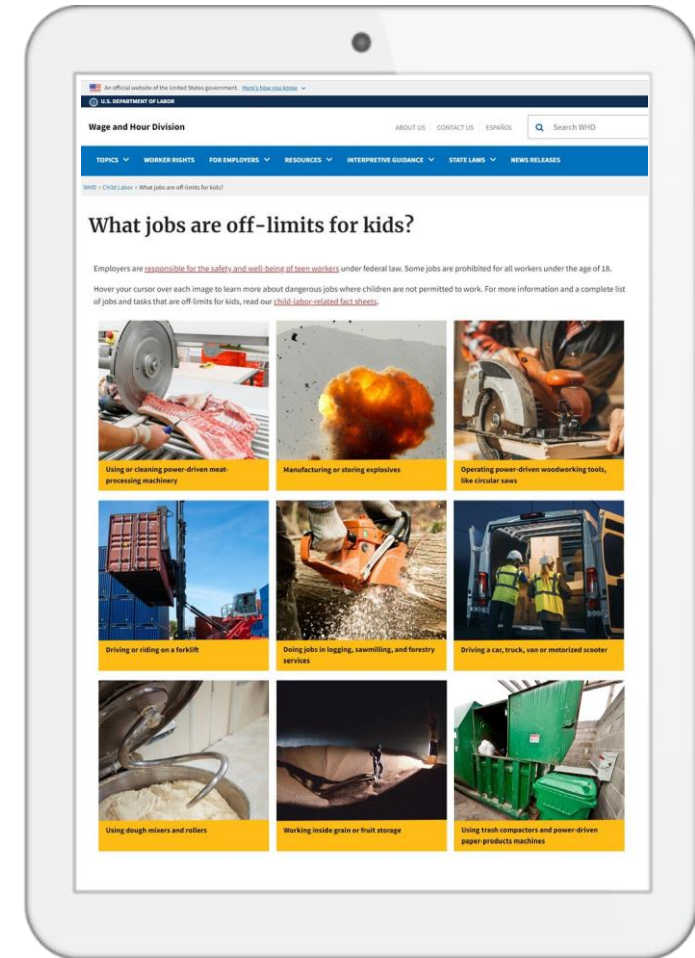
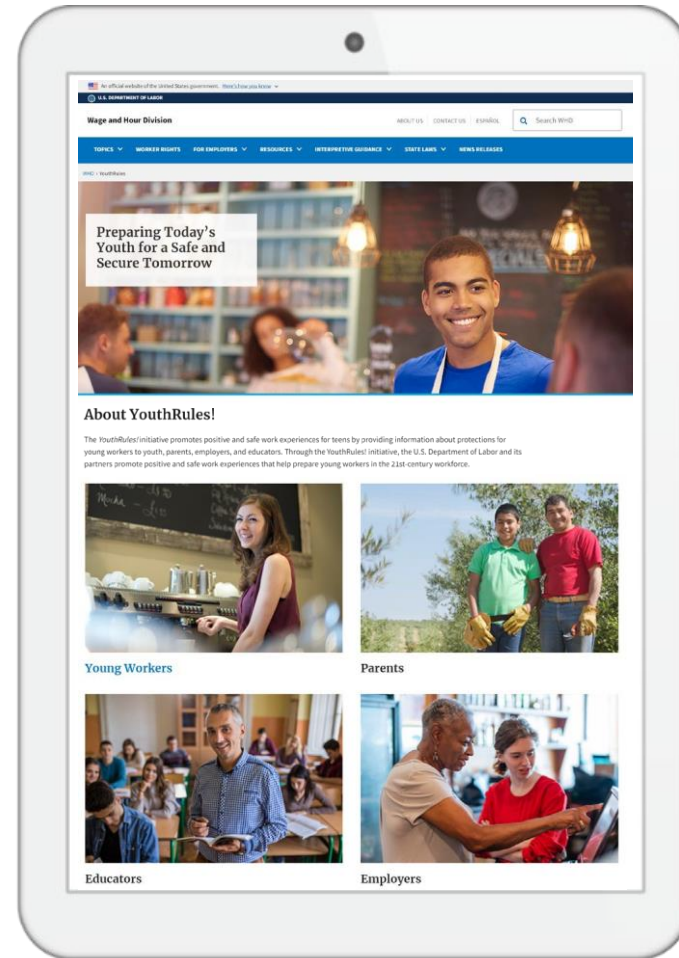
- Education and outreach for workers to understand and exercise their rights.
- Education and outreach for employers to increase compliance.

Child Labor Websites

YouthRules.gov



Jobs that are
off-limits for kids



Child Labor Partners

Southeast	Northeast	Southwest	West
<u>Boston, MA</u> Multiple school districts in MA on the Youth Employment Safety Program	<u>Nashville, TN</u> Tennessee High School Association	<u>Oklahoma City, OK</u> Oklahoma City Public Schools	<u>Los Angeles, CA</u> Los Angeles Unified School District (LAUSD)
<u>Wilkes-Barre and Philadelphia, PA</u> Lehigh Career & Technical Institute (LCTI), and the PA OSHA Consultation Program with the Indiana University of PA	<u>Louisville, KY</u> Kentucky Department of Education	<u>New Orleans, LA</u> Louisiana Teaching English as a Second Language Association (LATESOL)	<u>San Diego, CA</u> San Diego Unified School District



Field Examples–Coweta County School System

Partners include the Atlanta DO has established a relationship with Work-Based Learning Director for the Central Education Center (CEC) for Coweta County Schools. The CEC is a unique partnership, a “joint venture” among business and industry in the Coweta County School System, and West Georgia Technical College.

Goals of the Partnership include providing child labor guidance to the work-based learning program, the schools posted WHD child labor posters and resources within the district. Because of this relationship, Atlanta DO will provide child labor information during upcoming sessions at the annual State of Georgia WBL Conference on Nov. 15- 17, 2023.



Conclusion



Meet Our Panelists

Bios for the panelists are archived at the following location:

<https://safesupportivelearning.ed.gov/events/webinar/human-trafficking-webinar-series-understanding-child-labor-exploitation-us-and-how>



Norma Flores López
Chair, Child Labor Coalition's Domestic Issue Committee,
Lived Experience Expert



Mark Whitlock
Chief Executive Officer
Central Educational Center (CEC), GA



Ashley Allen Feliciano
Assistant District Director, Southeast Regional Initiative
Team Lead for Child Labor, U.S. Department of Labor



Sirena Bazile-Cox
Senior Advisor, Office of Policy, U.S. Department of Labor

Closing and Upcoming Events

December 6: Free to Learn Miniseries—Creating a Welcoming Environment

December 13: Free to Learn Miniseries—Supporting Full Student Participation

January 31, 2024: Reporting Human Trafficking—Educating and Supporting Students



Thank you!

Need Help? Reach out to NCSSLE at NCSSLE@air.org.

Event Webpage:

<https://safesupportivelearning.ed.gov/events/webinar/human-trafficking-webinar-series-understanding-child-labor-exploitation-us-and-how>

Webinar Series:


<https://safesupportivelearning.ed.gov/human-trafficking-webinar-series>

ED's Human Trafficking Webpage:


<https://www.ed.gov/human-trafficking>



Feedback Form



Human Trafficking
in **AMERICA'S SCHOOLS**



Human Trafficking Webinar Series - Understanding Child Labor Exploitation in the U.S. and How Schools Can Help Address It

Thank you for attending the webinar, *Understanding Child Labor Exploitation in the U.S. and How Schools Can Help Address It*, on November 15, 2023. To best serve you, we would greatly appreciate receiving your feedback on the webinar.

1 Prior to the webinar, how knowledgeable were you about the webinar's topic?

☐ Not At All Knowledgeable

☐ Somewhat Knowledgeable

☐ Very Knowledgeable

2 Overall this webinar was a good use of my time.

☐ Strongly Disagree

☐ Somewhat Disagree

☐ Somewhat Agree

☐ Strongly Agree

3 This webinar improved my understanding of the covered topic.

☐ Strongly Disagree

☐ Somewhat Disagree

☐ Somewhat Agree

☐ Strongly Agree

<https://www.surveymonkey.com/r/HTWebinar16>



Live Q&A